

National Training Session for Higher Education Staff on Planning, Curricula Development, Resources Management and Diversification and University Governance

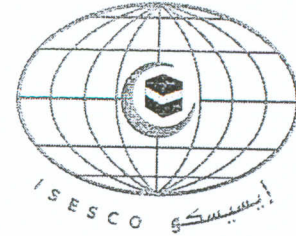
22-24 April 2013

Baku, Azerbaijan

List of participants

1. Mrs. Gultakin Huseynova
Head of Science Department,
Ministry of Education, Republic of Azerbaijan
2. Dr. Muhammad Helal
ISESCO
3. Prof. Dr. Nik Ahmad Hisham
International Islamic University of Malaysia,
Institute of Education
4. Azad Akhundov
Senior Expert, International Relations
Department
5. Nadim Nadjafquliyev
Senior Expert, Higher Education Department,
Ministry of Education
6. Sevil Mammadova
Senior expert, Strategic analysis, Planning and
Human resources department, Ministry of
Education
7. Sevda Abbasova
Senior expert, Strategic analysis, Planning and
Human Resources department
8. Prof. Rasim Hasanov
Director of Azerbaijan Scientific-research
Institute for Scientific Studies
9. Dr. Adil Hasiyev
Dean, Baku State University
10. Dr. Ilham Ahmadov
Assistant professor, Azerbaijan State
Pedagogical University

11. Dr. Nizami Asadov Deputy dean, Baku Slavic University
12. Dr. Subhan Namazov Head of Chair, Azerbaijan Technical University
13. Dr. Zohrab Ibrahimov Head of Doctoral studies Department, Azerbaijan State Economic University
14. Dr. Humeir Ahmadov Head of Department, Azerbaijan Institute of Education
15. Dr. Afet Mammadova Head of Doctoral studies department, Baku State University
16. Dr. Eldar Shahgeldiyev Head of Doctoral studies department, Khazar University
17. Dr. Elza Samadova Dean, Khazar University
18. Dr. Fuad Aliyev Azerbaijan State Economic University
19. Dr. Isa Gasimov Assistant professor, Gafgaz University
20. Dr. Adalat Ibadov Assistant professor, Gafgaz University
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21. Dr. Tayyar Mustafayev Assistant professor, Gafgaz University
22. Dr. Sardar Shabanov Azerbaijan Scientific-research Institute for Scientific Studies
23. Prof. Afgan Abdullayev Dean, Azerbaijan University of Languages
24. Prof. Oktay Samadov Dean, Baku Slavic University
25. Prof. Isakhan Isakhanli Prorector, Khazar University



NATIONAL TRAINING SESSION

for higher education staff on planning, curricula development, resources management, diversification and university governance.

22 – 24 April 2013

Baku, Azerbaijan

22 April 2013

09 :00 – 09:30	Registration of participants
09:30 -10 :00	Official opening ceremony. Dr. Gultakin Huseynova, <i>Head of Science Department, Ministry of Education, Azerbaijan</i> Dr. Muhammad Helal, ISESCO Representative Adoption of the provisional agenda. Election of chairperson and rapporteur.
10 :00 -10 :30	Session1 <i>“Missions and Functions of Higher Education : Revisiting the World Declaration on Higher Education for Twenty-First Century.”</i> presented by Prof Dr. Nik Ahmad Hisham Ismail, External Expert (1) Discussions
10 :30- 11 :00	Tea break
11 :00-11 :30	“Elements and Components of Curriculum Development: A Quest of Excellence for Universities and Colleges in Developing Nations” <i>Mission & Functions of Higher Education: Revisiting</i> the Declaration presented by Prof Dr. Nik Ahmad Hisham Ismail, External Expert <i>on High Education.</i> (2)
11 :30-13 :00	<i>“Qualifications framework for Lifelong Learning and development of curricula in Azerbaijan”</i> , Dr. Natiq Ibrahimov, Senior Expert, Higher Education department, Ministry of Education. (3)

	<p><i>"Planning, governance and evaluation of education quality"</i> presented by Mr. Ilham Ahmadov, assistant professor of Azerbaijan State Pedagogical University (4)</p> <p><i>"Efficient governance of higher education institution"</i> presented by prof. Afgan Abdullayev, Dean of Azerbaijan University of Languages. (5)</p> <p><i>"Role of students in university governance"</i> presented by prof. Oktay Samadov, prorector of Baku Slavic University (6)</p> <p>Discussions</p>
13:00 -14 :00	Lunch break
14:00-15:30	<p>Session2</p> <p><i>"Provision of employment opportunities for population taking into consideration labour market demands"</i> presented by Mrs. Sevil Mammadova, Senior Expert, Strategic Analysis, Planning and Human Resources department , Ministry of Education</p> <p><i>"Introduction of quality governance in higher education"</i> presented by Mr. Adalat Ibadov, assistant professor of Gafgaz University (7)</p> <p><i>"New trends in development of cooperation between universities and employers"</i> presented by Mr. Tayyar Mustafayev , assistant professor of Gafgaz University (8)</p> <p>Discussions</p>
15:30-16:00	Tea break
16 :00-17 :00	<p><i>"Development of university curricula taking into consideration labour market and employers demands"</i> presented by Mr. Isa Gasimov, assistant professor of Gafgaz University (9)</p> <p><i>"Organising work practice of students "</i> presented by prof. Adil Khasiyev, Dean, Baku State University (10)</p> <p>Discussions</p>

23 April 2013

relevant agencies, students' ability, social needs.
Model training programme in order to fill in the labour market.
2012, higher education sectoral reform to help staff for

→ Main peculiarities of formation of governance behaviour...
- methodology,
need to labour market, annual enrolment, internet standard, should increase higher education.
- We need to

Session 3 self dev. scholarships. Educational trends activities.
- to train staff on e-technology & projects with monitor of ed
Higher education faculties + data created. Regional development
"Curriculum Implementation: Success Stories and Challenges for
Higher Education in Developing Nations." presented by Prof Dr. Nik Ahmad Hisham Ismail, to set up the project. Vocational training support system - next page with
Elements + Components of Curriculum: A Quest for
"Governance of Higher education: Issues and Challenges in Universities and Colleges Governance." presented by Prof. Dr. Nik Ahmad Hisham Ismail excellence for universities + colleges for the level's activities -
Main peculiarities of formation of governance behaviour, emotional and social competencies of university governing staff. presented by Dr. Elza Samadova, Dean of Education faculty, Khazar University
Discussions
- to propose dev. of staff. to help some activities in education facilities in professional dev. of the staff.
- students' standard to rate - Min of education with

11:00-11:30

Tea break

11:30-13:00

"Planning and governance of scientific research in higher education institutions" presented by prof Rasim Hasanov, Director of scientific-research institute of "Economic studies"
"Doctoral study model in Azerbaijan: comparative analysis" presented by Dr. Zohrab Ibrahimov, Head of Doctoral studies department, Azerbaijan State Economic University
"Planning of doctoral studies in universities" presented by prof. Eldar Shakhgeldiyev, Head of Doctoral studies department, Khazar University

historical
→ 90's → range of harmonization
- harmonization
alluding to Bologna Process / Agreement

Discussions
→ maximum input for further recommendations. Doctoral should vary.
→ Migration issues - between the universities
→ 31 consortiums for doctoral degree.
→ 4) autonomy in university.
→ What are the justifications for Azerbaijan to
"Organisation of doctoral studies" presented by Dr. Humeir Ahmadov, Scientific-Research Institute of Education, Head of Doctoral Studies department
"Development of subject curricula for Doctoral programmes" presented by Dr. Afet Mammadova, Head of Doctoral studies department, Baku State University
"Evaluation of academic staff in higher education institutions" presented by Dr. Sardar Shabanov, Head of Division, Scientific-research institute of "Economic studies"

13:00-14:00

Lunch break

14:00-15:30

Session 4

→ list of activities for the researchers not the responsibility of the supervisor?
→ to any supervisor to be supervised by the professor in the field of study.
→ 2010, standard of PhD. not needed. → transparency
→ to avoid plagiarism - award PhD students *

Discussions
→ Migration issues - between the universities
→ 31 consortiums for doctoral degree.
→ 4) autonomy in university.
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15:30-17:00

Discussions
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	Discussions
15:30- 16:00	Tea break
16:00- 17:00	"Transfer to module-credit system in in-service training." presented by Mrs. Sevda Abbasova, Senior Expert, Ministry of Education, Azerbaijan Discussions (20)

24 April 2013

09:30-10:30	Session 5. 1) Governance of Higher Education: Issues + Challenges in Universities and Colleges Governance. (21) 2) "Benchmarking of Higher Education: A Case Study of Benchmarking Postgraduate Programs in Malaysia." presented by Prof Dr Nik Ahmad Hisham Ismail, External Expert (22)
10:30-11:00	Discussions
11:00-11:30	Tea Break
11:30-13:00	Development of recommendations and official closing ceremony

→ Development of subject curricula of PhD.

- looks at the needs of the nation + society before decided to introduce the PhD programme.

→ Evaluation of academic staff

- expert to evaluate the staff.
- products of staff.
- Impact ratios -
- collect the info → spread list of special list that university completion.
- teachers with the highest score / cumulative calculation - ratios table - initial data.
- by them / year
- [who have the access to the data]

12	14 weeks
	3
	42 hrs

→ awards, political
complaints, services
dropped.
- only scientific
activities.

BAKU'S WORKSHOP

Curriculum Implementation: Trends and Challenges for Higher Education in Developing World

CURRICULUM IMPLEMENTATION

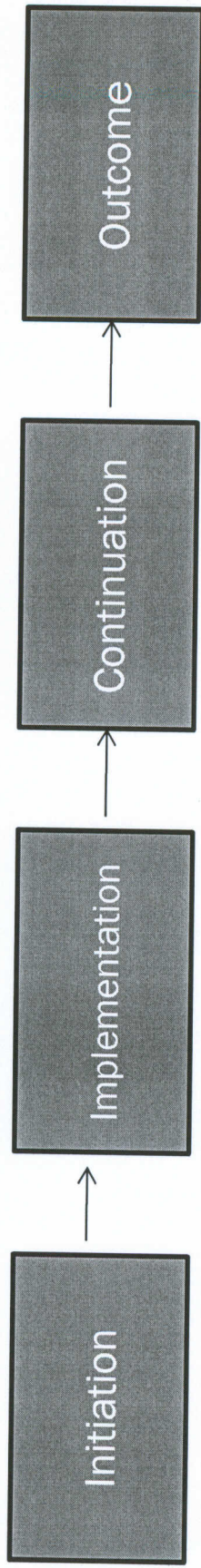
- ✘ What is curriculum implementation?
- ✘ An activities involved in translation curriculum plan into action in order to yield result. Okello and Kagoire (1996:124)
- ✘ A process of putting what is planned into practise, Onyeachu (2008)

STAKEHOLDERS IN CURRICULUM IMPLEMENTATION

- × Government**
- × Education administrator**
- × School Management**
- × Lecturer/ Teachers**
- × Students**
- × Parents**

PROCESS OF CURRICULUM IMPLEMENTATION

- ✘ A simplified overview of the change process.
(Fullan and Stiegelbauer, 1991).



CHALLENGES OF CURRICULUM IMPLEMENTATION IN DEVELOPING COUNTRIES

- × Limited funding
- × Unavailability of school facilities and equipment
- × Shortage of teaching and learning resources
- × Quality and quantity of teaching staff
- × Poor condition of services for curriculum implementers
- × Poor time management by school administrator and teaching staff

FACTORS AFFECTING CURRICULUM IMPLEMENTATION IN HIGHER INSTITUTION

- ✘ Characteristics of the need (for implementation) itself
- ✘ (perceived or felt) need
- ✘ clarity (about goals and means)
- ✘ complexity
- ✘ quality, contextual suitability and practicality

FACTORS AFFECTING CURRICULUM IMPLEMENTATION IN HIGHER INSTITUTION

- × Local characteristics
- × regional administration (e.g. school district)
- × history of negative experiences
- × adequate follow-through
- × active knowledge and understanding
- × active support
- × community characteristics
- × contextual stability

FACTORS AFFECTING CURRICULUM IMPLEMENTATION IN HIGHER INSTITUTION

- × Organizational Characteristics
- × Actors / Stakeholders
- × management (e.g. administrators and management team)
- × level of commitment
- × obtaining resources
- × shielding from interference
- × encouraging staff / recognition
- × Adopting Standard Procedure

FACTORS AFFECTING CURRICULUM IMPLEMENTATION IN HIGHER INSTITUTION

Teachers/Lecturers as a factor

- × competencies and attitudes
- × decision-making participation
- × quality of collegial relationships
- × students' and other participants' competencies and attitudes

FACTORS AFFECTING CURRICULUM IMPLEMENTATION IN HIGHER INSTITUTION

- × *Organizational characteristics*
- × compatibility of the innovation goals with the strategic goals of the organization
- × organizational structures and processes
- × system of incentives and career patterns
- × characteristics of the existing curriculum and assessment procedures
- × organizational culture

- × *Government and external agencies*
- × quality of relationships between central and local actors
- × resource support and training

PROCESS CHARACTERISTICS OF SUCCESSFUL IMPLEMENTATION

- × Preparation, initiation and participation
- × Vision building
- × Evolutionary Development
- × Initiative-taking and empowerment
- × Pressure and support
- × Staff development and resource assistance
- × Monitoring, evaluation and problem-coping
- × Restructuring
- × Intensive communication und relationships to external agencies

PRACTICAL HIGHLIGHTS OF CURRICULUM IMPLEMENTATION

- ✘ Implementation involves changes in behaviors and beliefs and, thus, involves processes of Learning.
- ✘ Implementation involves development and evaluation
- ✘ Implementation is obviously complex, therefore, requires sacrifice.
- ✘ Implementation is an extended and dynamic process
- ✘ Factors affecting successful implementation are in a systemic relationship, hence the implementation demands strategic planning

PRACTICAL HIGHLIGHTS OF CURRICULUM IMPLEMENTATION

1. *implementation will involve systemic change and, thus, necessitate some organization development.*
2. *implementation involves participation, ownership and development of professional identities*

TRENDS IN HIGHER EDUCATION CURRICULUM IMPLEMENTATION

1. Globalization will influence and shape all aspects of teaching and learning.
2. The wide range of ability, preparedness, background, opportunity, and motivation of higher education students will require more varied and holistic approaches to inclusive learning.
3. The demand for more experiential, outside learning opportunities will require faculty to respond thoughtfully and proactively.

TRENDS IN HIGHER EDUCATION CURRICULUM IMPLEMENTATION

4. Colleges and universities will be expected to deliver more education in less space—to increase their learning per square foot.
5. Advancements in technology will drive ongoing changes in all aspects of college and university life and offer new opportunities to enhance and broaden learning experiences.
6. Interdisciplinary learning will become increasingly common and popular.

TRENDS IN HIGHER EDUCATION CURRICULUM IMPLEMENTATION

7. Students will take much greater control of their own learning as proactive producers and managers of their own learning solutions, materials, and portfolios.
8. The average age of students will continue to rise; the mix of cultures, ages, and learning styles will become increasingly varied and rich.
9. Competition for students and resources will force colleges and universities to sharpen their brands and identities and to distinguish themselves in new ways.

TRENDS IN HIGHER EDUCATION CURRICULUM IMPLEMENTATION

10. Colleges and universities will become increasingly important parts of regional economic development, both in creating growth and taking advantage of it.
11. The structures of educational institutions and the types of employment relationships between them and faculty will continue to multiply; inequities among faculty will cause tensions.
12. Accountability and assessment tools will continue to become common in defining institutional effectiveness.

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